



New choices New opportunities

Annual Report 2022

Think forward

Welcome to the Australian Institute of Health & Safety 2021/22 Annual Report.

Acknowledging our legacy, those who come before, and the country we stand on.

At the AIHS we not only recognise the generations of health and safety members of the Institute, but also recognise those workers who have become ill, injured, or lost their life at work. We operate throughout Australia, across a wide range of traditional aboriginal lands in each state and territory and in doing so we acknowledge our indigenous members, and pay our respects to Elders past, present and emerging in all the things we do.



Diversity

We respect and recognise the value of diversity in all its forms



Legacy

We honour the contributions that have built what is here today



Integrity

We are ethical, and act with honesty and accountability



Leadership

We drive positive change within industries, organisations, and our community



Humanity

We are passionate about health and safety because we care about people and community



Innovation

We think forward and encourage new ways of improving health and safety

About the AIHS

The AIHS – only 74 years in the making

The origins of the Australian Institute of Health & Safety (AIHS) belong to a small group of students who attended the first industrial Safety and Accident Prevention course conducted by the then Melbourne Technical College in 1948. This group met regularly and formed the nucleus of the Safety Engineering Society of Australia.

With time, it became apparent that the term “Safety Engineering” in the society’s name emphasised only one of the many disciplines associated with the effective control of accidents, injuries, and diseases. As a result, the Safety Institute of Australia (SIA) was incorporated in 1977 with a new constitution.

In 2019 after a long period of consultation, it was decided that it was long overdue to include the term ‘Health’ in our name, and the Australian Institute of Health and Safety was born.

We have a long and proud history of working with regulators, employers, unions, government, and other stakeholders in the pursuit of more effective health and safety

policy, regulation and practice. Our views are not those of either unions or employers – they reflect the profession’s unique perspective, focusing on good health and safety.

Today across Australia, the AIHS has thousands of members, and strategic partnerships with

OUR VISION

Is safe and healthy people in productive workplaces and communities.

EVERYTHING WE DO

Is about shaping workplace health and safety now and, in the generations, to come because we believe that every Australian deserves to be safe and healthy at work.

other stakeholders who share our vision of safe and healthy workers in productive workplaces and communities.

Our work is done by a small staff team, and a large community of leaders amongst the membership - diverse in their age, gender, ethnicity, and ideas – who are a living example of the health and safety community helping itself to grow and improve.

Our Patron is the Governor-General of the Commonwealth of Australia, His Excellency General the Honourable David Hurley AC DSC (Retd).

Our Long-Term Objectives

- » Develop world class health and safety practice through a diverse, influential community of practitioners, professionals, and leaders.
- » Build engaged and strategic partnerships with Australian businesses.
- » Build a sustainable organisation capable of powerfully influencing health and safety in Australia.

- » Address complex health and safety issues and improve health and safety outcomes for current and future generations.

The Strategic Focus Areas of our work

- » Building strong development frameworks and cultivating the health and safety body of knowledge.
- » Providing opportunities to connect, contribute and learn from each other, in both social and professional settings.
- » Promoting the role and value of the profession and achieving greater impact by forging industry and government connections.
- » Creating a sustainable organisation for future growth through agile, responsive, and efficient operations with diverse income streams.
- » Advocating with courage on policy to improve legislation, regulation, and standards.
- » Improving health and safety knowledge, education, and training within the wider community.

Crossroads

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***Standing at every crossroad
provides new choices and
opportunities. The profession
and the Institute are now at
a new crossroad in a post
COVID world.***

Chair Report

Naomi Kemp
Chair



Naomi Kemp Chair

For the past 2 years we have talked a lot about adapting and transforming. But as the COVID cloud starts to slowly dissipate, it's time we talk what's next for the Institute and what it's going to take to get us there. I'm specifically talking about the future of the Institute, but in many respects the analogy fits well for the future of health, safety, and the profession.

I wrote this back in November 2021, as the Chair's editorial for the OHS Professional Magazine. The article was called *Phase: Emergent – it's time to level up*. In this article, I reflected on emergent theory which refers to value creation above and beyond the sum total of parts when the friction and fusion of ideas, behaviours and systems becomes propelled by its own momentum. And when I think of this, I picture a flywheel rotating on its axel. Where the AIHS has spent a lot of effort over many years to get it moving and keep it moving.

I made the statement *"we are no longer in a state of adaptation, having to respond and adjust to uncertainty and disruption. I see it now as a time to reframe, to shift our thinking and see ourselves in an emergent phase. It's time to level up"*.

This article seems to have spurred interest among members. I had a long chat with one of our life members Cip Corva about what *'levelling up'* meant. In that conversation we spoke about how so much has been achieved, but yet, so much was still to be done.

Now as we report on the year that has passed, we are talking about being at a crossroad. Where there is opportunity to move forward and grow in new and exciting ways. Moving beyond comfort zones to overcome challenges and continue to increase capabilities and evolve. Staring down the options you have at crossroads and deciding which path to take can be a little daunting. Giving voice to our values, I think back to conversations with Cip Corva, Dennis Else, Leo Ruschena and I reflect on their legacy and contributions they and many others have made over the lifetime of the Institute. It's inspiring and reveals our collective power to overcome challenges, increase capabilities and evolve.

Chair Report continued

We are at a crossroads now thanks to the contributions that have built our success. We are confident that in the decisions we've made it demonstrates our commitment to diversity, leadership, innovation, humanity and integrity.

How we make the decision on which crossroad to take will require us to consider our core competitive advantage for the future and continue to synchronize our existing cognitive resources and improve technology-based assets to truly activate our renewed think forward strategy. Because above all else, we need to create greater value for our members and the profession, and to do this we need to ensure we have disciplined action and stakeholder buy-in.

To achieve this, we need to take everyone on that march down the crossroad. I have great confidence in our Board of Directors, College of Fellows, Branches, and the volunteers within our many Networks and Committees, along with our National Office staff who contribute to making us what we are today. Together we are helping to shape health and safety in Australia, now and for the generations to come – and that is what it will take to level up.

To that end, I would like to express my thanks and appreciation to David Clarke who has guided us through the past 8 years and down many crossroads. I wish David and his family all the best for the future. I commend the 2021/22 Annual Report to you.



Naomi Kemp
Chair



CEO Report

David Clarke
CEO



David Clarke CEO

Professional Associations are small but complex – they have thousands of stakeholders with different ideas and a diverse range of products and services. They also advocate for systemic change and explore ways to positively influence their profession’s culture. These tasks require diverse internal capability, thought leadership and constant reflection, working out the best strategies to build the future as we want it to be – all while keeping an eye out to ensure that everyone is joining us on the journey.

During the past year, in the same way as much of the workforce is adapting, the AIHS staff team have worked hard for the membership to deliver the best services they can, feeling our way in a new working world where half of one’s work is from home, a normal member event is a hybrid one, and the WHS marketplace is rapidly changing. Throw in staff shortages and some new faces in an inflationary marketplace, and it adds up to a challenging year which the team tackled incredibly well, through mutual support and strong intention. We have also invested in our ability to manage growth by increasing our staffing in certification, membership, and networking services.

As we deliver our core services, we are also continuing with new initiatives, expanding the value we provide our stakeholders, and building the framework needed to support a growing profession:

- » Building a new advocacy agenda.
- » Taking a more systemic approach to professional development and creating more diverse learning opportunities for a diverse workforce. That includes formally recognising and promoting good quality providers of training and learning and expanding the use of the OHS Body of Knowledge to drive learning content.
- » Expanding the *types* of learning people can undertake with a raft of new online learning opportunities coming out in the coming months.
- » Making big changes to a rapidly growing certification program, adapting assessment methods to better meet the needs of the workforce.
- » Re-structuring the College of Fellows under its new Chair Dino Pisaniello and Deputy Chair Sarah Cuscadden; and
- » Involving more people from our volunteer workforce in what we do.

CEO Report continued

I am greatly proud of what has been achieved by our staff and community of leaders in recent years

These days, crossroads requiring new decisions come thick and fast, and successful organisations are those that pivot quickly to take advantage of new opportunities. Through the leadership of its board, the Institute is doing that right now in a post-COVID environment where new environmental factors are at play.

By the time this report is published a new CEO will be leading the Institute, guiding it to new territory with a new strategic plan recently developed. It has been a great privilege for me to share the Health and Safety journey with so many passionate people these past 8 years, during which time our leadership community has built new values, a new name, a stronger balance sheet, a vastly increased range of CPD, an underpinning Body of Knowledge stronger than ever, an internationally recognised OHS Professional capability framework and an international standard Certification program.

Despite the progress, there is still more work in front of the Institute and the profession than behind it. It will always be that way on the journey to build a strong profession. Inside the organisation we continue to build a community of great people, and must improve our internal systems, as well as build stronger finances to expand our work. In our advocacy, we are yet to succeed on our journey for more formal recognition of the profession. Many big successes are yet to come.

I am greatly proud of what has been achieved by our staff and community of leaders in recent years, and equally frustrated by those things we have wanted to change (so far) but could not. I believe that this is how it should be - we must be aspirational and set strong goals even if it means disappointment. We should never under-promise simply in order to over-deliver.

I look forward to watching the next exciting stage of the journey of the AIHS and barracking hard for the profession as it continues its journey. I commend this year's annual report to the membership.



David Clarke
CEO

Financial Overview

Cameron Montgomery
FRAPCC Chair



Cameron Montgomery FRAPCC Chair

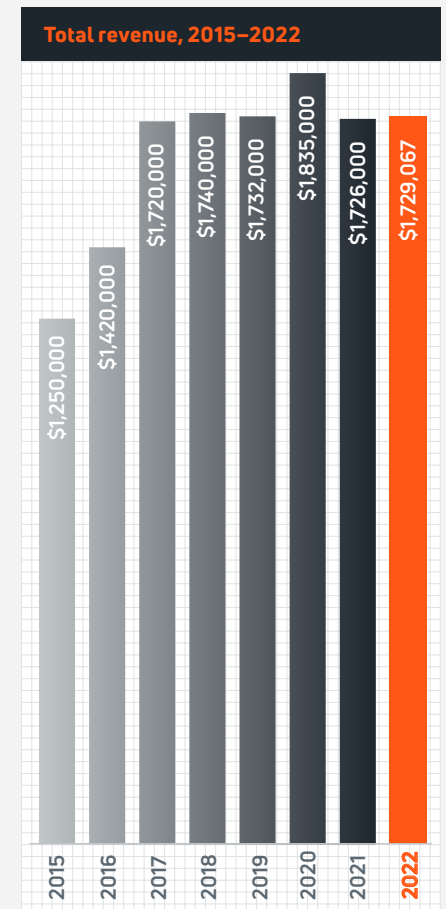
The finances of the Institute are managed by the Chief Executive under the guidance of the AIHS Board through its Finance, Risk, Audit, Performance and Compliance Committee (FRAPCC).

In pursuit of our aim to achieve safe and healthy people in productive workplaces, the board takes a fiscally responsible approach and is supported by the FRAPCC in discharging their obligations for financial reporting and maintaining an appropriate risk management framework and internal control environment.

Following a small deficit of \$9k in FY21, the AIHS Board approved a deficit budget of \$130k to continue investment in key programs and initiatives toward achievement of our strategic goals by re-investing our members funds into growing online learning capability and enhance Continuing Professional Development (CPD) and certification capability.

COVID-19 presented ongoing challenges in FY22 that continued to affect capacity to run face to face events, however, also led to the National Office demonstrating adaptive capacity to this ever-changing environment in running our first hybrid National Conference in May 2022. Furthermore, these collaborative efforts aptly led by David and the team supplemented by third party providers have enabled growth of online webinars, events, and training offerings as part of our strategic agenda.

With such a turbulent year, it has been great to have the support of our Corporate and general members who have continued to invest in the Institute in support of the aims with strong renewals and several new corporate members joining this year.



Financial Overview continued

... despite COVID-19 impact we have achieved a better than budget position with our revenue of \$1,729,067 and strong focus to minimise expenses delivered an EOFY deficit of \$89,140.

We have however experienced the same challenges with increased cost pressures; and for the first time in 7 years, the board made the decision to increase annual member fees which remain amongst the lowest in Australia for a professional body. This vital revenue stream underpins the delivery of a diverse range of free and discounted training, webinars, seminars, and workshops in addition to subscriptions to the OHS Magazine, eNews, and large range of CPD and networking opportunities available.

In summation, despite the COVID-19 impact we have achieved a better than budget position with our revenue of \$1,729,067 and strong focus to minimise expenses delivered an EOFY deficit of \$89,140.

This year we have again been provided with an “unqualified” audit opinion that our Financial Statements are a true and accurate reflection of the Institute’s financial position.

The Board recognises that there is still much to be done to progress key projects to fruition that can only be realised with investment including, enhancement of certification and building IT support and capability. Whilst ensuring an appropriate mix of cash reserves and investment, for FY23, the Board have approved a deficit budget of \$60K to deliver against our strategy to ensure that we keep pace and adapt to the digital age through enhanced online functionality and continue to grow a capable and credible health and safety profession.

Lastly, I would like to extend my sincere thanks to the members of the Finance, Risk, Audit, Performance and Compliance Committee, the CEO, and our amazing National Office staff for their contributions throughout FY22 and beyond. Thank you.

The full audit report is available in the members section of our website.



Cameron Montgomery
Chair - Finance, Risk, Audit,
Performance and Compliance
Committee

Engagement

This section highlights our many local, national, and international networks and the products and services we deliver to the profession that support greater knowledge, and growth in capability.

To be successful in carrying out our mission, the Institute engages with a wide range of organisations in the environment around us. By working with groups who have a shared interest in people's health and safety at work, we are better able to influence systemic improvement and make a change in health and safety issues. We encourage coalitions of interest amongst entities with common values and enable the sharing of information, resources, and knowledge between stakeholders.

To be successful in their roles, health and safety people must engage with a range of stakeholders including each other, sharing ideas and learning. Professional networks are a critical part of career advancement, and our programs are designed to bring people together across the field, to build those connections. We are constantly working to widen the range of networking and engagement opportunities available to the profession spanning all states and territories.



Networks: EL and WISH

At the Institute, we know that diversity in its many forms is a positive thing. It brings alternative viewpoints, new perspectives, fosters creative ideas, and underpins the kind of thinking that recognises and respects that we do not all operate in the same way. As a result, we have a diversity agenda – supporting diversity in age, gender, ethnicity, and ideas.



Madeleine Page EL Leader

Emerging Leaders

The Emerging Leaders group is a networking forum for our new and emerging leaders in the H&S industry to network, share knowledge and promote peer-to-peer learning. The network aims to provide opportunities to connect and support career development opportunities.

Over the last 12 months we have connected our Emerging Leaders networks across Australia to form a connected network. The purpose of this group is to align our activities offered to all our H&S Emerging Leaders across Australia by providing soft skill and technical skill development, and industry networking. We have been running more regular meetups such as our Webinar series followed up by a networking session in Brisbane, Sydney, Melbourne, and Adelaide.

Our H&S industry is at a true crossroad especially in a post-pandemic world. There is a high demand for H&S professionals across Australia due to the construction boom and increase in health and wellbeing demands in organisations due to new legislation and codes such as the new Psychosocial Regulations in Victoria. This provides us a great opportunity to show how H&S can make a difference for people's lives and add value to an organisation by continuing to improve the quality and accountability of our profession. The improvements we are seeing such as the new Certification program through the AIHS will help in certifying the competent and capable H&S professionals we have across Australia. However, I think we still have further areas we need to continue to focus on such as the regulation of advice provided and furthering the use of technology within our practice.

I see many changes coming to the world of H&S such as the increased focus on mental health and psychosocial risks. The scope of H&S is continuing to grow, and this does put extra pressure on an already multi-disciplined profession. It is no longer enough to have a workplace that does not cause injury. Employees are wanting a workplace that promotes a healthier work-life balance and improves their wellbeing rather than impacting it negatively. This is good for the H&S world as it means more organisations are committing to employing more H&S professionals to help deliver on these growing needs.

Networks: EL and WISH continued

Over the last 12 months we have connected our Emerging Leaders networks across Australia to form a connected network. The purpose of this group is to align our activities offered to all our H&S Emerging Leaders across Australia by providing soft skill and technical skill development, and industry networking

We will always have specialists and generalists due to the variety of needs across industry. A risk-based approach will continue throughout our H&S world no matter where we work. Therefore, documenting risks and its associated tools such as risk assessments and risk registers will always be required however, I hope one day we can move to more flexibility in these regimented activities and use technology to our advantage to do this.

Our learning challenges continue to be the quality of education provided. With more and more companies providing online learning such as Cert IV and Graduate Diplomas it does provide a risk. However, I do believe it gives more people the ability to join the profession by studying after hours or remotely.

I would like to acknowledge David Clarke and Penny Toth for their continued support of our Emerging Leaders forum. They have always helped to support our webinars, networking sessions and events over the last year. And also, EY who have been helping to run and support our face-to-face networking sessions in their offices across Australia

In our emerging leaders' network, having the feedback from our networks and support of local branches has meant we have been able to reach more people and provide what our emerging leaders need. This has increased our engagement and led to growing our groups more in the last year than before. I encourage everyone to continue to let us know what you want from the Emerging Leaders group and how we can best support your growing career.

In Melbourne we recently teamed up with the Work at Heights Association to run a session on "Working at heights for safety professionals" followed by a fun session of rock-climbing.

Being able to connect with other industry groups who want to help share knowledge in their specialist area has created a great opportunity for us to work together with them in the future for policy submissions or the development needs for our group.



Madeleine Page
EL Leader

 [For more information](#)

Networks: EL and WISH continued



Ksenia Wagenveld WISH Leader

Women in Safety and Health (WISH)

I couldn't let myself write about the Women in Safety & Health Network without bringing up the Safety.Respect. Equity campaign put together by some of Australia's biggest hitters in the world of politics, business and women's rights activism in March. As they publish on their website: "One in five women in Australia will be sexually assaulted or raped in her lifetime. Two in five women have been sexually harassed in the workplace in the last five years. If you're a First Nations woman, a woman of colour, have a disability or are queer, those statistics are even worse. These are not statistics we can accept. We can - and must - change them."

We were honoured to have Julia Banks open our National Conference and share this same message directly. For this to still be such an issue in 2022 is a disgrace. The announcements led me to reckon with my own experiences of workplace sexual harassment and targeted gendered bullying as a young

graduate in the late 90's and early 00's, where I maintained silence for fear of reprisal or making my work life more difficult, not less.

The good news is that we are finally asking the questions and providing a voice to victims. I think it is time as a profession that we tackle this as a work health and safety challenge. We need to ask ourselves, what are the organisational factors that allows sexual harassment to occur and to continue unchallenged, and how the hell do we fix it? How do we make work a safe place for everyone, all the time?

It is part of this situation that has the WISH network focussed not just on opening more opportunities for Women's participation in our profession, but also on psychosocial hazards and designing work to improve inclusivity for all people.

I think we are at a junction where we decide as an Institute to grow with our reputation and our offerings. I am seeing people start to recognise INSHPO and request professionals and qualified OHS professionals.

The Health and Safety world is slowly becoming more professional. It is a slow and steady progression I've been noticing over several years, not just this last one. With the introduction of Codes of Practice for Psychological Health and Safety the lines will continue to blur between WHS practice and HR practice.

The Profession continues to be overlooked. There is still a great chasm of skill gap between many OHS Practitioners and the OHS BOK, and employers do not necessarily understand it.

Networks: EL and WISH continued

WISH this year has been making that slight shift from primarily providing leadership and capability opportunities to also considering how we can make workplaces safer for everyone.

The profession needs to continue to learn from each other. There are no secrets in OHS practice and we need to continue and improve the way we share knowledge and practical solutions for improving OHS outcomes.

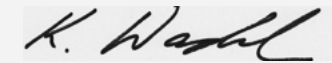
I would personally like to thank the members of the WISH Network who turn up and share their ideas to grow this little network of ours. I'd like to thank David Clark our outgoing CEO for his initial support and stewardship to reinvigorate the network and for personal encouragement. Thanks to Alena Titterton for regularly putting up your hand to further the WISH presence, and thanks to Board members Naomi and Christine who have been invaluable with their presence and push the boundaries of what might be possible.

WISH this year has been making that slight shift from primarily providing leadership and capability opportunities to also considering how we can make workplaces safer for everyone. This has led to plans to enable and prepare our profession to understand how to make physically and psychologically healthy and safe workplaces suitable for people of all genders, all races and all capabilities.


We're also trying to overcome barriers to participation through our events on presenting to a conference, managing burnout, and valuing networking.

This year resulted in the AIHS Diamond Sponsor SAI360 reaching out to partner with WISH as our own sponsor. We're very excited to see where this opportunity will take us.

We're looking forward to getting more traction with face-to-face events this coming year and some great opportunities have come up for a WISH Day at the Annual Safety Show.



Ksenia Wagensveld
WISH Leader

 [For more information](#)

A Year in Review

Theresa Facer, ACT Branch Chair

The ACT Branch is small; however, our Branch Committee has recently welcomed some new and returning Branch Committee members. The steady growth of our membership and Branch Committee over the past 12 months sets us up nicely for the future.

While it is hard to remember the time 'before COVID' – we all learnt just how vulnerable we are, we also gained new insights into our capacity for resilience and hope. I think this also serves as a useful metaphor for our profession. It was severally tested and some of our old ways of doing things are unlikely to serve us in the future – however, there were many examples of new practices and standards for safety, risk management and continual, iterative improvement.

I would like to thank the ACT Branch Committee Members who volunteer their time and energy to ensuring that ACT and surrounding areas members can access interesting, locally based professional/networking activities. The local program would not be possible without these efforts. I also wish to acknowledge that support and mentorship of Antony Mitchell, past Chair ACT Branch in my first 12 months as Chair ACT Branch.

Brad Crockett, NSW Branch Chair

The NSW branch continues to build on the work we commenced pre-COVID to build out a 5-year strategic plan that will guide our actions in support of our existing membership, potential members and importantly, provide a sound platform to prosecute the national AIHS strategy and vision. With a focus on supporting and growing the profession, the branch committee continues to actively support a large number of National programs including Emerging Leaders, WISH, Mentoring, Policy, Certification and CPD amongst others.

The AIHS supported the NWCC Safety Group and continued to provide strong virtual engagement with the profession. Mid-year, the branch recommenced organising branch level events and of course supporting the SAFEfest program and we look forward to re-establishing targeted opportunities for this and the next year. We are already engaging with key contacts with a view to delivering a series of topical progressive engagement sessions that will have broad appeal across the profession. Next year certainly promises to be an exciting opportunity in a COVID normal environment to re-engage deeply face-to-face and build community and capability in the profession here in NSW.

A Year in Review continued

Jeff Weldon, NT Branch Chair

The NT Branch continues to see improvements in connectivity and communication between members and we hope to continue to build on that over the next year. We have recently created a new LinkedIn group for the NT Branch and will utilize this platform to connect with health and safety people in the NT, and for planning local professional development opportunities. I would like to thank my Branch colleagues Mark Davies, Hidayat Nurslanis, Lisa Gordon and Richard Finch for their support over the past year.

Brett Jones, QLD Branch Chair

The WHS world seems to get more expansive with each year. The profession is at a point whereby there is a whirlwind of challenges that are diluting the core matters that we as a profession need to address – competency, ethics, professional standards, continual education, and solidarity. The AIHS is core to addressing the issues, and a stronger more united professional body will help reduce the barriers to improvement.

We have a great sense of community and giving back to the profession here in QLD, and we are aiming to build on that in FY23. I would like to give a massive shout out to the entire QLD Branch Committee, in particular to Ksenia Wagensveld who has been the glue keeping us all together. Also, the amazing Visions Conference Organising Committee – who keep turning up and making things happen for QLD Branch and the AIHS.

Kym Bills, SA Branch Chair

A consistent highlight for the SA Branch is our Symposium. The 2021 event was a huge success with Chief Public Health Officer Professor Nicola Spurrier presenting a keynote speech. SA has enjoyed face-to-face professional development opportunities even during 2020 and 2019. We have great support for this in the industry. Unfortunately, COVID-19 has constrained other events over the past year. When looking at the profession as a whole, over the last year we have seen significant changes to emphasise health & wellbeing, ethics, collaborations and advocacy between like bodies, psychological health, hybrid meetings and working from home, and increased proactivity among regulators.

A Year in Review continued

Laura Maddock, TAS Branch Chair

We are at an exciting time and need to consider the best way forward. The TAS Branch has seen a lot of progress throughout 2021 including the introduction of a monthly breakfast session where members can join and talk about any topics of interest and network with others. The impacts of COVID-19 lead to the profile of the safety professional changing as they were included more in projects to do with business continuity, workplace resilience and wellbeing in addition to assessing and controlling risks emerging from the pandemic. Many safety professionals are included more in high-level/executive meetings due to this change. We need to ensure this change in profile continues to become the norm, to ensure companies continue to value health and wellbeing.

I would like to acknowledge the Tasmanian Branch Committee members for continuing their AIHS commitments on top of their very busy workloads. They have been active in the development of several events we will be rolling out soon. This commitment shows dedication and a desire to do more to promote the profession.

Andrew Heinrichs, VIC Branch Chair

The past 12 months has been another tough period for Victorian-based health and safety people. We have continued to be expected to do more with less and have been required to move quickly with changing requirements and contexts. Our Branch Committee has continued to stay engaged and committed to supporting the goals of the Institute. After two difficult years in the Branch, we ran a call for expressions of interest to Victorian-based members in joining and/or contributing to the Branch Committee. We were overwhelmed with the responses we received. Out of this process we are welcoming several new members to the Branch Committee, bringing fresh energy, expertise, and perspectives to the work that we do. We are not 'through the pandemic', but we are in a phase of the pandemic where we can be more active, through events, policy, and stakeholder relations activities.

We have organised several exciting events for the second half of 2022, and we are planning to do many more in 2023, and we are focusing our policy work primarily on psychological health and safety and preparing to respond to other regulatory issues as they arise.

A Year in Review continued

Bernie Howard, Gippsland Sub-Branch Chair

The health and safety profession is changing to reflect both a proactive approach based on collaboration and influencing skills rather than the 'big stick' approach seen some decades ago. In some regions such as Gippsland, practitioners may need to retrain in new industries, particularly as Australia transitions away from thermal generation and coal mining. This will present challenges and our education in relation to health and safety in emerging technologies must be considered.

Practitioners working in Central Gippsland who have been contacted to be part of the Sub-Branch have welcomed the re-establishment of our branch and have demonstrated a keen interest to get involved, particularly in relation to learning and networking. Whilst it too early to comment on what is working well, we are encouraged by the engagement within our professional network and are looking forward to supporting practitioners across the Central Gippsland region.

Celia Antonosky, WA Branch Chair

Both the AIHS and the profession are facing several changes to the world of work, and how we respond to those changes over the next year will be of vital importance. The Institute needs to ask, "is our certification agile enough to support "competent" professionals?" While the profession is shifting to a more human-centred focus in health and safety work – usability of procedures, human factors, moving away from reliance on soft controls. The WA Branch continues to work hard to support our local members and create professional development opportunities to keep members up to date with emerging issues.

Information Services

Health and safety people require access to high-quality information about industry news, events, emerging research, new ideas, and general discussion and debate on the issues they face in keeping workers healthy and safe.

Their needs vary significantly, so we deliver a wide range of information products in different formats and across different platforms.



OHS Professional Magazine

Produced quarterly, the OHS Professional Magazine contains in-depth and topical articles, news, and emerging research, with a focus on how health and safety issues are playing out on the ground in Australian companies today.

OHS Professional is available to members at no charge or can be purchased at a cost to non-members via subscription.

www.aihs.org.au



OHS Professional eNews

The fortnightly OHS Professional eNews provides members with current OHS news under the subheadings of Policy & Legislation, Industry News & Incidents & Prosecutions. Members are also kept in the loop of upcoming AIHS conferences and professional development, OHS job vacancies as well as advertising products and services provided by suppliers to the profession. It is distributed via email and also archived on the website.

www.aihs.org.au

Information Services continued

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Vol 10 Issue 1 + 2020
Inside this Issue
Phish engagement by CSE: Lessons learnt
A Member review with an Australian focus
Second hand mobile plant, equipment and machinery: Finding the invisible hazards before they become visible collaborators - EHSIP a potential solution
Australian Work Health & Safety Policy for Technological Hazards & Risks: Problems, Perspectives & Prospects

AIHS Australian Institute of Health & Safety
A JOURNAL FOR THE HEALTH AND SAFETY PROFESSION

How is technology reducing risk through supply chain management?
Parametric technologies on the supply chain horizon promise to reduce risk while making supply chains flexible, less linear and more interconnected

75 per cent of disruption in the supply chain comes from...

Technology
Complexity
ESG
Globalisation
Generational Change
MULTIPLE GENERATIONS OF WORK

Safety@Work
SAFETY@WORK PRACTICE
SAFETY@WORK PRACTICE

Australian Institute of Health & Safety
The AIHS is Australia's peak body for the health & safety professions
PO Box 98, St Leonards, NSW 1585 Australia

The AIHS website contains a long list of resources for both members and non-members including the latest OHS Professional news and publications, a webinar/video library, health, and safety job ads, a Find OHS Certified Practitioners, Professionals and Chartered Professionals database and a list of our supported networks including Women in Safety and Health (WISH) and Emerging Leaders (EL). The website contains a vast array of products and services including a schedule of upcoming events and training, an extensive online learning platform, as well as certification and mentorship information.

Social media

Social media is an important part of the way we engage with the profession. We are active across Facebook, LinkedIn, Twitter, and YouTube to keep the health and safety community up-to-date on issues and be a part of OHS/WHS related news and conversations.

The health and safety profession has a particularly strong presence on LinkedIn with our LinkedIn group at more than 20,000 members, with a regular and flow of discussions on a wide range of issues.

We ensure that to meet the differentiated needs of health and safety people, we continue to provide a range of communications, and not just through social media.

- [▶ LinkedIn](#)
- [▶ Facebook](#)
- [▶ Twitter](#)

The College of Fellows Executive

Provided by Dino Pisaniello,
Chair College of Fellows



Dino Pisaniello Chair College of Fellows

2022 marks the 20th Anniversary of the College. It is an opportunity to look back on past achievements and to move forward with a fresh vision and strategy.

A senior network providing expert advice

Firstly, as the new Chair coming in midstream, I would like to sincerely thank Nathan Winter for his contribution as immediate past Chair. Secondly, the work of previous Chairs, Committees and members at large is gratefully acknowledged. We are delighted that this year Life Membership was awarded to Kym Bills, a previous College Chair.

A new Vision and Strategy of the College were approved by the AIHS Board in April 2022 and presented at the Annual College of Fellows Lunch, a regular event associated with the AIHS National Conference. At the Lunch we also heard from the Inaugural Chair, Geoff Dell. In reflecting on the establishment of the College in 2002, and its raison d'être, he reminded us that many of the early challenges are still with us today. These include the recognition of OHS as an area of professional practice, and the promotion of health and safety policy based on evidence.

However, in the intervening 20 years, great strides have taken place with an internationally recognised capability framework, body of knowledge, certification scheme and a university OHS education accreditation scheme. These developments have been supported, if not initiated, by members of the College. Armed with these frameworks, knowledge and tools, the challenge now for AIHS is to partner with OHS stakeholders to positively influence health and safety policy, practice, and outcomes into the future. The science and context of health and safety are evolving, and we should use our expertise and experience to assist stakeholders in predicting and adapting to the current and future situations, whether it be the emerging use of artificial intelligence, robotics or the changing nature of work, workplaces, and workforce.

The workplace health and safety problem facing Australia is huge, representing about 4% of GDP. It is being addressed at the national level, through a new National WHS Strategy (2022-2032) promulgated by Safe Work Australia. The role of the College and AIHS is to complement this Strategy, whilst improving health, safety, and productivity in all of its facets. All OHS stakeholders now recognise the increasing importance of the "health" part of OHS. This means that issues such as infectious disease and mental health require greater attention.

The workplace health and safety problem facing Australia is huge, representing about 4% of GDP.

The College of Fellows Executive continued

With regard to the College itself, the new vision is a *vibrant College of esteemed OHS professionals*. Our purpose is to add value to the work of the Institute in shaping health and safety in Australian workplaces. Specifically, the College aims to positively impact OHS knowledge and professional practice. We will use a scientific evidence-based approach, with awareness of the nature and quality of evidence. Where there are gaps in knowledge we will advocate for research. To that end, a new College Committee is being established, namely a multidisciplinary Research Committee with senior and mid/early career researchers, initially chaired by myself. Addressing future challenges and associated uncertainty also requires leadership, and accordingly a new Leadership Committee is being formed, chaired by Sarah Cuscadden. The College Policy Committee provides important support for the AIHS, but the focus now will be on advocacy with evidence, so that our voice is strong. The evidence may be gathered from within the College itself, e.g., local data and/or lived experience that is otherwise untapped in the presentation of our argument. Expert opinion is valid, but it is more effective with evidence.

Other Committees of the College serve important roles for the Institute, and I would like to personally express my thanks to all the Committee Chairs and members. Sue Bottrell, the Chair of the Ethics and Professional Conduct Committee stepped down during the year, and Dr Matthew Davies has been acting in the role. Ongoing members of the College Executive have been Nathan Winter (International and CPD), Andrew Heinrichs (Policy), Debra Burlington (Mentoring), Peta Miller (Awards and Membership), Jeremy Clay (Technical Standards) and Pam Pryor (Body of Knowledge liaison).

The Mentoring Committee has managed the third cohort to go through the mentoring program using the on-line platform Mentorloop. For each cohort we have opened seventy-five (75) mentoring spaces, and these have been fully utilised each time. Recently we had our mid-program review and the feedback from those being mentored was extremely positive. Many of them said they were extremely grateful to be involved in the program. We have listened to the feedback from all three cohorts, and we are currently in the process of developing a three-year strategic plan to ensure the ongoing improvement of the program.

On a broad front, an initial survey of College members identified real opportunities to strengthen the College, and increase its vibrancy through a regular Newsletter, surveys, and networking events. Many fellows expressed an interest in contributing to existing Committee portfolio areas, but also with respect to education and training. This is of particular relevance to the application of the AIHS Capability Framework.

Many fellows were also happy to encourage AIHS members that they thought had the necessary expertise and experience, but were not fellows at present, to apply for Fellowship.

On that note, I would like to congratulate the new Fellows of the College on the peer recognition of their professional achievements. We look forward to your active and collegial participation.

Finally, I would like to acknowledge the advice and support of the AIHS Board, led by Naomi Kemp, the AIHS CEO David Clarke, and the National Office staff.



Dino Pisaniello
Chair, College of Fellows

College Executive Committee Chairs



Dino Pisaniello
Chair College of Fellows



Sarah Cuscadden
Deputy Chair College of Fellows



Debra Burlington
Chair Mentoring Committee



Andrew Heinrichs
Chair Policy Committee



Peta Miller
Chair Awards and College Membership Committee



Pam Pryor
OHS Body of Knowledge Manager



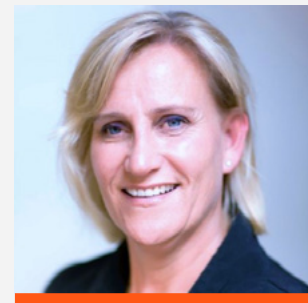
Vanessa Sharp
Chair Standards Committee



Jeremy Clay
Acting Chair Standards Committee



Nathan Winter
Outgoing Chair College of Fellows and Acting Chair CPD Committee



Sue Bottrell
Outgoing Chair Ethics and Professional Conduct Committee

National and Global Strategic Partners

2021/22 Australian Partners

Professional bodies like ours cannot achieve our goals without finding other organisations which share those goals (and our values) so we can work together in mutual support. We work with a wide range of other organisations to provide the profession the development it needs, generating policy initiatives, or putting together policy responses.

We have recently worked with the following agencies on joint events, professional development, or policy work:

- » AiGroup
- » Australasian College of Road Safety (ACRS)
- » Australian Institute of Management (AIM)
- » Australian Institute of Mining and Metallurgy (AusIMM)
- » Australian Transport Safety Bureau (ATSB)
- » Commonwealth Scientific and Industrial Research Organisations (CSIRO)
- » Environment Institute of Australia and New Zealand Inc. (EIANZ)
- » Farmsafe Australia Inc
- » Health and Safety Associations of New Zealand (HASANZ)
- » Human Factors and Ergonomics Society of Australia (HFESA)
- » International Network of Safety & Health Practitioner Organisations (INSHPO)
- » Mary MacKenzie Counselling and Coaching
- » National Road Safety Partnership Program (NRSPP)
- » New Zealand Institute of Safety Management (NZISM)
- » Primary Industries Health and Safety Partnership (PIHSP)
- » Professions Australia
- » Safework NSW
- » Safework SA
- » SANE Australia
- » Standards Australia
- » WorkSafe Victoria
- » Workplace Health and Safety Queensland

2021/22 International Partner

Our international partner, the International Network of Safety and Health Professional Organisations (INSHPO) is the global voice for the occupational safety and health profession and acts as a forum for international collaboration among professional organisations to improve safety and health at work.

INSHPO started from an appreciation that occupational safety and health issues and concerns are not limited by national borders. With the increasing worldwide distribution of products and provision of services, the widespread migration of workers, and the conduct of international corporate activities, almost every issue that occupational safety and health professionals face is global in scope.

The Australian Institute of Health & Safety is a long-time member and supporter of INSHPO.

In 2021/2022 INSHPO in conjunction with a number of its members

organisations called for submissions to undertake research on their behalf to 'Examine the value of using safety professionals, reviewing companies with and without safety professionals'. USD\$85,000 has been invested by INSHPO and the partner organisations to fund the research.

A review of the 'The Occupational Health and Safety Professional Capability Framework – A Global Framework for Practice' which will be due for release in 2023 was also commissioned.

INSHPO also approved an Internship Program and the first INSHPO Intern will begin in 2023.



Corporate Partnerships

The work of the profession is conducted within hundreds of thousands of Australian businesses. Many of these businesses strive to show health and safety leadership within corporate Australia, and one way they express this leadership is by working together with the Institute for better health and safety outcomes. These partnerships reflect the nature of the Institute as a place where diverse agencies can work together in a common cause.

We take the investments made by our corporate members and put it to work on building the capability of the profession by delivering on our capability agenda. In 2021-22, our corporate members invested in the development of the OHS Body of Knowledge, The Australian OHS Education Accreditation Board, our Certification program, and in a wide range of professional development activities.

Diamond members Sharing our Vision



- » Make a significant contribution to WHS in Australia by investing in our aims and objectives
- » Share our vision for the elimination of injury, illness, and death in Australian workplaces

Amazon Commercial Services Pty Ltd

Appenate Pty Ltd

Art of Work Pty Ltd

Avetta

Boral Limited

Enablon Australia Pty Ltd

HealthSafe NZ Limited

Programmed

Safety Champion Software Pty Ltd

SAI360

Transurban

Zenergy Safety Health & Wellbeing

Corporate Partnerships

Gold members Investing in Health and Safety



- » Are recognised for investing in Workplace Health & Safety (WHS) in Australia
- » Contribute to help implementation of operational activities across a range of critical areas

Alium Works

Ashburton Assurance
Australasia

Australian Army

Clade Solutions

Codesafe

Coles Group

EY

Federation University

Insync Workplace
Solutions

Investigations
Differently

Kitney OHS

Minter Ellison

Presien

Relevant Drug Testing
Solutions

Sydney Metro

Teamcare Insurance
Brokers Pty Ltd

Transport for NSW

Uniting

Corporate Partnerships

Silver members Get Connected



- » Connect and engage with individuals and organisations that are part of the WHS profession in Australia
- » Contribute to help advancement of operational activities across a range of critical areas

Aurecon Australasia
Pty Ltd

Australian Unity

Brisbane Catholic
Education

Clough Projects
Australia Pty. Ltd

Compita Consulting
Pty Ltd

Craig Mostyn Group

Downer EDI Ltd

Engentus Pty Ltd

Fifo Focus

Guardian Angel Safety

Herbert Smith Freehills

HOK Talent Solutions

Pilz Australia

Port of Newcastle
Operations Pty Ltd

Safesearch Pty Ltd

Sustainable Future
Solutions

The Safe Step

Trainwest Safety
Institute

Tru-Bilt Industries

UnitingSA

Corporate Partnerships

Bronze members Be Part of the Network



- » Become a part of a network of individuals and organisations that are building a capable and credible WHS profession
- » Contribute to help development of operational activities across a range of critical areas

5 Sticks Consulting

ACTRUA

Airbus Australia Pacific

AusGroup Limited

Australian Workplace Strategies Pty Ltd

BWC Safety

Flick Anticimex Pty Ltd

Green Light Environmental Services Pty Ltd

Health & Safety Advisory Service P/L

Integrated Trolley Management Pty Ltd

Isaac Regional Council

ITS Transport

Liberty Industrial

Maroondah City Council

Multiworks Australia

National Training Masters

Office for the Commissioner of Public Sector Employment

One Maestro

RMIT Vietnam

SafeWork SA

Services Australia

Valeo Construction

Capability

The Institute serves the profession in two ways: it acts as a voice for the profession, and it works to grow the capability of the profession. By doing these two things, we are doing our part to reduce occupational injury, illness, disease, and death.

As part of our capability agenda, we take a broad strategic perspective, seeking long-term change. We hold the view that successful professions have the following key elements, and we work to ensure that the profession has these in place:

Key elements

- 1. The provision of a foundation knowledge base**
 - » The OHS Body of Knowledge (BoK)
- 2. Education Assurance**
 - » Accreditation of higher education courses in OHS, (based on the BoK) and advocacy to improve VET sector WHS training.
- 3. Clarity of roles and the knowledge and skill requirements for those roles**
 - » The Global OHS Capability Framework
- 4. Capability Assurance**
 - » The OHS Certification Program (based on the Global OHS Capability Framework)
- 5. Effective professional development**
 - » A strong professional development framework (informed by the BoK and the Global OHS Capability Framework)



OHS Body of Knowledge 2021–22

Pam Pryor

Manager OHS Body of Knowledge Development



Pam Pryor Manager OHS Body of Knowledge Development

Through the COVID-19 pandemic OHS professionals and practitioners have had to be adaptable, to adjust and work within changing environments, rules, and knowledge base.

This has been challenging for us all – physically, psychologically, and often intellectually – as we have had to re-think and, sometimes, reframe our roles and how we practice. The need for evidence-informed practice has never been greater. While networking is still an important part of our professional lives it is no longer enough to meet with a colleague and, over coffee, share and engage in how to solve a problem or frame a strategy. We also need the evidence base for our practice. What do we know from the research? Is there any research evidence on my topic? Can I access that research?

OHS and the OHS profession in Australia is at a crossroad. We need research to inform our practice but the theoretical and application-based research we need is not available. There is some good OHS research being conducted but funding and support is limited. What OHS research is conducted is not available to OHS professionals. As there is no OHS research hub or portal it is very difficult to find what research is being done, where and by whom; and then

the research is often inaccessible as it is behind a paywall of expensive journals.

The OHS Body of Knowledge is about the interpretation and application of knowledge to inform OHS practice. It presents a conceptual narrative of OHS practice with individual chapters delving into the detail of the concept with the content being clearly referenced to the evidence base and each chapter exploring implications for practice.

This year the new chapter on *Health as Global Concept* has repositioned health in the workplace from 'absence of disease' to a holistic, positive view of health that incorporates physical, psychological, and emotional health. This broader view of health in the workplace provides a framework for those OHS professionals who now have wellbeing as part of their role.

Other new chapters include *Systems and Systems Thinking*, *OHS Management Systems*, *Work-related Musculoskeletal Disorders*, *Dusts, Fumes and Fibres* and *Work Design*. Many chapters are supported by practical resources.

In the absence of a national research hub, the OHS Body of Knowledge is the go-to resource for OHS professionals seeking evidenced-based knowledge to inform their practice. The OHS Body of Knowledge is now more accessible as it has been developed as an audio book.

Pam Pryor
Manager OHS Body of Knowledge Development

The OHS BoK can be accessed at www.ohsbok.org.au with both a synopsis and a chapter list available.



AOHSEAB

Susanne Tepe
Registrar AOHSEAB



Susanne Tepe Registrar AOHSEAB

What a year it has been for OHS learning in Australia! While the formal component of AOHSEAB reviewing and accrediting university programs continued in its robust manner, it is just a question of how we recognise everything that the pandemic has taught us in the last few years!

With the help of the AOHSEAB Board members and volunteers who assisted with reaccreditation reviews, AOHSEAB was able to maintain their suite of accredited Bachelors, Graduate Diploma and Masters programs provided by 11 Universities.

Programs

As [Table 1](#) shows, these accredited programs have produced almost 300 graduates, some from Bachelors programs, more from post-graduate study. More students enrolled to study OHS, perhaps encouraged by the financial support from Federal Government due to inclusion of OHS studies in their post-COVID recovery programs; or perhaps recognising that working from home offered opportunities to finish that degree they started. More 'active' students completed their degrees and graduated in 2020 (the most recent year for statistics) than in pre-pandemic 2019.

While the AOHSEAB accreditation program is an incredibly powerful and robust way of guaranteeing the quality of the OHS knowledge, skill, and application of the graduates, we recognise that there is limitation to this process. While there is no debate that graduates possess OHS knowledge and skills and can apply this knowledge in the workplace, how do we recognise and reward people who have acquired their OHS knowledge in other ways? Given the breadth and depth of OHS knowledge and capability, how much is enough knowledge? Is a classroom test an accurate measure of one's ability to apply OHS knowledge in a workplace? And once they pass a test, is that enough to know that the person will stay abreast of the changes that happen continually in society and workplaces?

To answer some of these questions, AOHSEAB has been working with the AIHS Certification Governance Committee (CGC) and the Continuing Professional Development (CPD) committee and with the ever-capable staff within the AIHS to expand



We are a profession of learners. With every new workplace, every new hazard, every new boss, every new worker, we have to learn. The challenge is to recognise the need to learn, to find good examples to learn from and to recognise when we have learned something, personally and collectively.

our thinking about 'what counts as knowledge.' The intent is to embrace a more inclusive approach to recognising educational experiences and to assist candidates for Certification in recognising their own skills and providing pathways to enhance them.

AOHSEAB continued



Angela Seidel Chair AOHSEAB

There is still a need to understand technical aspects of health & safety and whilst many things including workplaces are changing for many there is a need for individuals to be able to source this required information.

Angela Seidel

While this is a work in progress, progress is being made. Undoubtedly, more information will come from the AIHS about this progress.

But more immediately, what can the experiences of the recent years tell us about OHS? How has the pandemic influenced our thinking about OHS?

Certainly, the pandemic and the public response to the pandemic has put the H into OHS in a major way. And from that, we as a profession have had to learn very quickly to keep people safe in a context we had never encountered before.

As the medical and public health profession learned about the virus, and that learning converted into practice to reduce the harm, we had to learn to pivot in the face of ever-changing regulatory requirements. We had to learn more about viruses, epidemiology, and aerosols in more detail than we thought possible. We had to learn about cleaning products and face masks and continually risk assess the quality and use of each against the organisation's risk appetite, whether they called it that or not.

We had to understand diagnostic tests and vaccines, even as we were the social experiment. We had to understand the implications and control actions resulting from each of these new pieces of information.

And virtually none of this knowledge or practice or capability was underpinned by a university assignment, received feedback from an expert or was rewarded with a degree.

While University degrees are still especially important and will always be the gold standard for proof of acquired knowledge and ability to communicate about it, clearly there are other ways of learning, other ways of knowing and other means of recognition that need to be respected, valued, and shared.

Maybe in the future, capability will be recognised through reflection on how you responded to challenges about knowledge, how you acquired new information, how you communicated about these issues with your stakeholders and how others perceived your competence, integrity, and professionalism. Maybe you will need to show how you learned to pivot to provide your organisation with the processes and practices that kept people safe and healthy, as well as looking after your own mental health.

Maybe we will also recognise that continuing education is not a burden but an opportunity to share with people in similar circumstances, finding our 'comrades in adversity.' Maybe we will find that small bites of education provide knowledge that comes not just from some 'sage in the front of the room' but from interacting with

people as they apply the knowledge in real situations. Maybe we will call this Micro-Credentials, and we will find a way to add these together to form a recognisable, useful, rewardable form of assuring personal growth in the profession.

In the meantime, AOHSEAB continues working with universities to ensure that their course content and assessments produce capable OHS graduates. Special thanks to our Board and Accreditation Panels who make this possible. All these people are volunteers with busy lives, yet they take the time to contribute to AOHSEAB's goal of improving the education processes which provide knowledgeable people who can help make workplaces safer and healthier for all.

Susanne Tepe
Registrar AOHSEAB

AOHSEAB continued

Table 1: Enrolled and Graduated Students from AOHSEAB Accredited Programs (2019 and 2020)

	2019				2020				2020-2019 Comparison		
	Number New Enrolments 2019	Number of Active Students 2019	Number of Graduates in 2019	2019 % Active Students who Graduate	Number New Enrolments in 2020	Number of Active Students 2020	Number of Graduates in 2020	2020 % Active Students who Graduate	Number of New Enrolments (2020-2019)	Number of Active Students (2020-2019)	Number of Graduates (2020-2019)
PG	264	678	194	29%	361	722	236*	33%	97	44	42
UG	119	397	86	22%	155	434	62	14%	36	37	-24
TOTAL	383	1075	280	26%	516	1156	298	26%	133	81	18

*There may be as many as 30 graduates from Graduate Certificate programs included

AOHSEAB Board Members



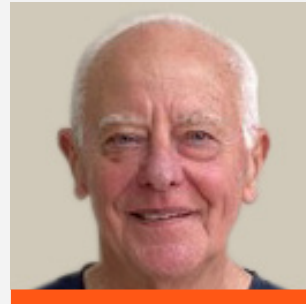
Angela Seidel
Chair



Alison Bell
Academic Advisor
and HFESA rep



Tim Driscoll
OHS Educator



David Goddard
AEOHM rep



Genevieve Hawking
OHS Professional



Graham Jackson
OHS Professional



Kelly Johnstone
AIHS rep



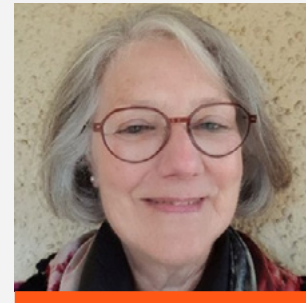
Aldo Raineri
OHS Educator



Jane Whitelaw
AIOH rep



Brian Devlin
Union rep
retired



Susanne Tepe
Registrar

Certification of the Profession

Christine Edwards
Chair, Certification
Governance Committee



Christine Edwards, Chair, Certification
Governance Committee

OHS Certification

As we reflect on the last 12 months, this year's theme of Crossroads is certainly apt for the Certification program. We have seen the program and the committee pivot from a steady state and turn over within Certification, to shifting the gears and identifying changes needed to the program to support a pathway into certification for practitioners with a Cert IV in WHS.

Jo Kitney in the 20-21 Annual report noted how the program had strengthened in the previous year, through the appointment of a dedicated Certification Program Manager, and we have continued to see improvements into this financial year, with significantly reduced timeframes for members to achieve Certification, and substantial strengthening of the standards applied to assessments.

The year was also an opportunity to reflect on where Certification has come from since its inception in 2015 and where the AIHS see it going into the future. As a result, we have developed a 5-year strategy aimed at significantly growing the number of certified Health and Safety professionals across Australia and shifting the focus from Certification to supporting individuals to build their own Learning Development pathway to continue to build competency.

***We have developed
a 5-year strategy
aimed at significantly
growing the number
of certified Health and
Safety professionals
across Australia***

Governance Committee

The Certification Governance Committee underwent a change in leadership during the year, with Jo Kitney stepping down as the Chair, and Chris Edwards appointed as the new Chair by the AIHS Board in February 2022. As the incoming Chair, I would like to acknowledge the hard work and commitment of Jo in her role as Chair since the committee's commencement. The transition of Chairs has been an easy one, and Jo continues to support the committee as an active member.

The committee refreshed its terms of reference this year and re-affirmed the committee's mandate to govern and provide oversight, not just to the ongoing management of the program, but to also provide oversight of the stream of projects linked to certification to ensure they are meeting the intent of the program and aligned to the future direction of certification.

Certification of the Profession continued

A few words from the outgoing Chair

The importance of standards for practice for those working in health and safety is vitally important to ensure employers and industry receive high quality advice and guidance for managing health and safety at work. The AIHS OHS Certification program is important for assessing education, skills, and experience of those working in health and safety and giving confidence to the employer and industry for those gaining certification.

It is timely to see a change of Chair for the Certification Governance Committee and Chris Edwards' appointment as the new Chair by the AIHS Board is positive at this time of focus and change. The strategy and plans being developed are an ongoing demonstration of the AIHS commitment to OHS certification and in meeting the current and future needs of industry.

Assessments and standards

The current approach to certification assessment has continued to demonstrate effective structure and process for assessing the education, experience and demonstrated knowledge and skills of applicants.

The program has benefitted from having a dedicated Certification Program Manager to drive timely and robust processes for certifying applicants. This has been supported by the Lead Certification Assessor and a team of Capability Assessors.

The program has benefitted from having a dedicated Certification Program Manager to drive timely and robust processes.

The Professional Knowledge Assessment (PKA) continued as a pathway for OHS Professional Certification and was administered through the University of Newcastle. It is likely the PKA will be brought in house within the AIHS during the next financial year.

Development of new pathways

This year a working group led by Dr Marilyn Hubner, began the process of reviewing and developing a new pathway into Certification for practitioners who hold a Cert IV in WHS. This is an important step for the AIHS and will open the doorway for those with a Cert IV to have their knowledge and experience recognised within the Certification framework.

This change will bring the AIHS Certification in line with the INSHPO global capability framework, which recognises training at AQF4 level as a minimum qualification, for a practitioner.

A significant body of work has already been completed thanks to Marilyn and the team, with an initial question bank developed for the Practitioner Assessment and work underway on self-paced modules which will support the certification process for Cert IV.

Certification of the Profession continued



Partnering with business to build capability

A pilot program was commenced during the year with Liang O'Rourke's WHS team to engage with all the WHS team of Liang O'Rourke with the certification program, identify the steps each need to take to achieve certification, and support the monitoring of progress on the certification pathway.

The pilot program goals are to:

- » Provide the WHS team with the opportunity to achieve professional recognition for their capability, through Certification
- » Identify gaps in individual's learning needs which would allow them to progress towards Certification by undertaking targeted learning and development to bridge the gaps
- » The pilot will positively role model Certification in the marketplace, and continue to contribute to the advancement of the profession

This is an exciting development for the Certification Program and will open doorways for other multi nationals to consider offering pathways to certification for their WHS teams into the future.

Continuing professional development

The AIHS CPD program focus this year was on embedding the processes for capturing and reporting on continued professional development, with the launch of the new online CPD tool, and eliminating the need for Certified members to log their CPD through a manual spreadsheet. The tool enables and supports Certified members to easily maintain their development and learning throughout the year.

Further work will be undertaken in the next 12 months to refine the online tool, as well as strengthen the processes around assignment of CPD points for different modes of development and learning undertaken by Certified members.

Looking to the future

This year has definitely been a pivotal year for the Certification program, and one which saw the program itself at crossroads, as the AIHS determined the future support and direction of the program, and the Certification Governance Committee transitioned its leadership.

Looking forward to the future of Certification, the recently developed strategic plan for FY23-27 will provide the program the drivers and direction to elevate Certification to enable a capable, certified WHS workforce that supports every Australian workplace.

We will be focussing on six strategic pillars to help achieve this, which include enhancing the profile of Certification across the profession, driving demand within businesses, developing pathways to support ongoing learning, enhancing our approach to CPD, ensuring effective program analysis and governance, and setting the program up for growth and sustainability.

Christine Edwards

Christine Edwards
Chair, Certification Governance Committee

Voice

Health and safety policy, legislation and regulation are developed at a mix of state and national levels, commonly within a tripartite engagement framework where government, unions and employer groups negotiate issues.

The health and safety profession has a voice worth being heard, and on matters where we have expertise within our stakeholder groups, we express views from the unique perspective of the health and safety profession. The profession has often demanded greater visibility and status, and right now we have it. The work we do now will influence the relevance and importance of the profession within the structure of Australian workplaces for years to come.



Being a voice for the Profession

Policy by Andrew Heinrichs
Chair Policy Committee



Andrew Heinrichs Chair Policy Committee

Health and safety policy is broad and diverse. The Institute's Policy Committee represents the Profession with courage on issues that impact the health and safety of Australian workers. Our work seeks to influence policy decision-makers, enhance the Profession's reputation and credibility, and positively influence outcomes.

The Policy Committee sits within the AIHS College of Fellows and is tasked with advancing the Institute's policy agenda. Our work consists of two categories; 'reactive' policy matters, in the form of submissions to public consultations and inquiries, often led by government departmental and other bodies. We also work on 'proactive' policy projects. These are works where the Institute is setting the agenda and releasing a view to the health and safety community and beyond.

The best example of this in 2021-22 was our National Health and Safety Strategy Position Paper, released on 21 December 2021. As Australia's national decadal strategy approached its expiry date in 2022, the Policy Committee engaged a research consultant to both review the existing strategy and provide views on the next version. This involved 1) performing desktop research on other

national health and safety strategies, 2) running a survey for Institute members to provide their input and perspectives, and 3) facilitating a series of interviews to gain in depth views. The output was a leading piece of work that the health and safety profession should be proud of. It calls for ambition, international leadership, and for a risk- and evidence-based approach.

In our reactive submissions, we responded to 13 consultations across a variety of topics and jurisdictions (see [table](#)). This represents a >50% increase from the eight submissions made during the 2020-21 period. However, our scanning processes identified many more opportunities, and we hope to increase our output, whilst maintaining submission quality and impact, into the 2022-23 period.

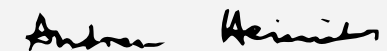
Being a voice for the Profession continued

Submissions during the 2021-22 period:

- » Victorian bushfire risk survey
- » South Australian Coroner's Court - Mobile amusement device safety
- » Modernising WA's workers compensation laws
- » Cultural review of the Victorian adult custodial corrections system
- » Queensland Rural Plant Code of Practice 2004 review
- » Victorian Compliance Code on communicating OHS across languages
- » Victorian Compliance Code on lead risk management
- » Victorian construction culture
- » National Nurse Practitioner 10 Year Plan Survey
- » Draft National Strategy for Radiation Safety
- » Implementing Vic Government's Response to the On-Demand Workforce Inquiry
- » Victorian Psychological Health and Safety Regulations
- » NSW Government - Securing Future Innovation and Global Competitiveness in NSW Green Paper

As we continue to build our policy capabilities, we will also seek to better collaborate with Branches, and to use digital tools such as surveys and social media platforms to better capture the views and input of the AIHS membership. A key challenge with our work, with all of us being volunteers, is meeting the submission timelines. We have implemented tools such as ChangeTower to automatically scan websites for opportunities, providing us with crucial additional days to identify the relevant experts within our networks, and to develop high quality submissions that align with our overarching policy agenda.

In 2022-23, we will also seek to review and update this policy agenda, in conjunction with a new Research Committee of the College. As the needs and challenges of the OHS profession continue to change, we too must adjust the topics we focus on and seek to influence. Going forward, we will tackle complex issues like 1) evolving OHS reporting practices, 2) responding to the risks from climate change, and 3) dealing with increasing digitisation and technology in work. The Policy Committee, with the reinvigorated support of the College leadership, the Board and Institute Executive, are committed to providing forward-thinking, evidence-based advice and support, to prepare both the Institute and the profession for future challenges.



Andrew Heinrichs
Chair, Policy Committee

Being a voice for the Profession continued

AIHS Standards Committee by Jeremy Clay Acting Chair Policy Committee



Jeremy Clay Acting Chair Policy Committee

As health and safety professionals we are at a juncture in time. We are looking forward to more internationalisation which will only add to the complexity and reduction of barriers from a geographical perspective. We are seeing that Australia has been a powerhouse of innovation and manufacturing process born on the success of our innovation and holding our Safety Values for our workers and our society as a whole. And in this space, Australia is recognised as a trustworthy source of information.

We are witnessing business benefit from leveraging off the larger markets in the EU and North American populations to create larger economies of scale. As such the landscape of standards evolution is changing. We are seeing more international standardisation, particularly on product safety and compliance requirements. The Standards Committee has seen more of an adoption of International Standards and retiring of Australian Standards.

But it is far from doom and gloom. We are seeing an influx of interest as Standards Australia celebrates their 100 years since their first committee met on 12 October 1922. It was then comprised of technical elites, such as Engineers Australia, CSIRO, and the Chemistry Institute amongst others. This enabled standardisation that assisted the construction of the Sydney Harbour Bridge 90 years ago, the recovery from Cyclone Tracy, the 1970 metrication and the building of Australia as a nation. Adrian O'Connell, the CEO of Standards Australia states his objective is to focus on making the standards a "national asset or public benefit. A trusted solution to advance the wellbeing of our region and the global community." The Standards Committee welcome this focus especially if this results in the standards being more accessible and less costly.

The AIHS Standards Committee is part of the stewards of this trusted solution and provide a voice to the Australian OHS Professional to avoid regulatory capture from the industry partners and to feedback knowledge to the wider Safety Community. Like all AIHS committees, we are made up of volunteers. The people who serve on our committees are no different. We are looking toward a new generation to take up volunteering and would welcome those with an interest to put their hand up, I promise you it will be very rewarding!

A handwritten signature in black ink, appearing to be 'Jeremy Clay'.

Jeremy Clay
Acting Chair Policy Committee

Being a voice for the Profession continued

2022 AIHS Representatives for Australian Standards

Account	Member	
CH-031	Methods for Examination of Workplace Atmospheres	Philip Hibbs
SF-003	Occupational Protective Footwear	Subrata Bhattacharyya
SF-053	Protective Clothing	Subrata Bhattacharyya
SF-018	Occupational Protective Helmets	Daniel Heyburn
IT-043	Artificial Intelligence	Cameron Stevens
SF-041	Safety of Machinery	Stephen Thomas
ME-063	Earthmoving Equipment	Tony McBride
SF-034	Portable Ladders	Brett Hickinbotham
CE-008	Chainlink Fabric Security Fences and Gates	Elliott Carson
BD-091	Erection of Building Steelwork	Chris Champion
BD-094	Slip Resistance of Flooring Surfaces	Robert Fogg
BD-094	Slip Resistance of Flooring Surfaces	Alan Giles
FP-017	Emergency Management Planning – Facilities	Alistair Vincent Allan
HE-026	Hospital Emergency Procedures	Geoffrey Hitchings
NT-001	Nanotechnologies	Stephen Thomas
SF-007	Guarding Of Woodworking Machinery	Roger Lim
SF-008	Guarding Of Power Presses	Roger Lim

Account	Member	
SF-008	Guarding Of Power Presses	Robert Fogg
SF-008	Guarding Of Power Presses	Keith Whittingham
SF-012	Abrasive Wheel Safety	Wayne Lynch
SF-022	Guarding Of Guillotines	Roger Lim
SF-037	Work In Confined Spaces	Cameron James Hunter
SF-041	Safety of Machinery	Daniel Grivicic
HE-033	Vendor Credentialing for Healthcare Facilities	Anthony Bate
ME-051	Amusement Rides and Devices	Gary Wachter
SF-001	Occupational Health & Safety Management	Carolyn Moore
CH-026	Safety In Laboratories	Lisa Stevens
SF-010	Occupational Respiratory Protection	Jane Whitelaw
EL-025	Control Of Undesirable Static Charges	Carmello Novella
SF-048	Emergency Eyewash and Shower Equipment	Lisa Stevens
OB-007	Risk Management	Leanne Treadwell
SF-015	Industrial Height Safety Equipment	Cameron James Hunter
SF-052	Personal Safety – Personal Protective Equipment	David Trembearth
SF-046	Non-Diving Work in Compressed Air and Hyperbaric Treatment Facilities	Jeremy Clay

People

The Australian Institute of Health & Safety is the health and safety profession collectively working together to positively shape workplace health and safety in our society now, and in the generations to come.

It is the work of the people throughout the branches, networks and on the many committees that make the Institute what it is today.

Contribution from the profession is what has built the Institute, and the work that today's leaders do is built on the work of those before them throughout our 74 year history.

The following pages include just some of those who have been acknowledged for their contributions over the years, as well as many of those who are currently in key roles, supporting the work that we do.



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Chair
Naomi Kemp COHSP



Deputy Chair
Cameron Montgomery
FAIHS ChOHSP



Director
Christine Edwards



Director
Richard Coleman



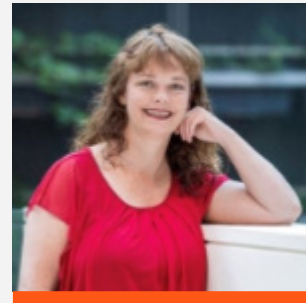
Director
Rene van der Merwe



Director
Celia Antonovsky



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Company Secretary**
Liam O'Connor



Director
Jane Bourke



Director
Louise Howard



Ex-officio member
Dino Pisaniello

Board of Directors continued

Outgoing Directors / Company Secretary



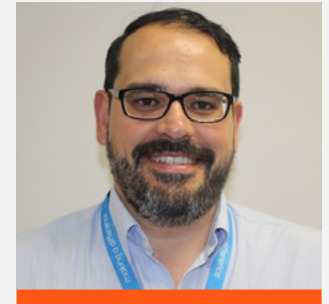
Director
Marissa Dreher



Director
Tim Fleming



Ex-officio Member
Nathan Winter
FAIHS ChOHSP



Company Secretary
Chris Deftereos

Thank you to our Outgoing Directors and Company Secretary for your support and contribution during your terms.

Our gratitude is extended to you all for your tireless work and commitment to the Institute.

Networks

» HOVER OVER A STATE



Life Members and Honorary Fellows

Life Members

- » Neville Betts FAIHS
- » Gary Chaplin FAIHS
- » Glyn Williams FAIHS
- » Dr Geoffrey Dell FAIHS
- » Cipriano Corva FAIHS
- » Ralph Willson FAIHS
- » Barry Silburn FAIHS
- » Sheryl Dell FAIHS
- » Frank Davis FAIHS
- » David Skegg FAIHS
- » Neil Dine FAIHS Roger Fairfax
- » Geoffrey Taylor FAIHS
- » Terry Farr FAIHS
- » Philip Lovelock FAIHS
- » Stephen Brindley
- » Geoffrey Hitchings FAIHS
- » John Kirwan FAIHS
- » Fred Catlin
- » Trevor Love FAIHS
- » Dr Margaret Cook FAIHS
- » Patrick Doherty
- » John Moroney FAIHS
- » David Randall FAIHS
- » Les Jackson
- » Patrick Murphy (WA) FAIHS
- » A/Prof. Janis Jansz FAIHS
- » Allan Pearce
- » Peter Nuzum FAIHS
- » Ted Leeson
- » Robert Tacy
- » Gill (Donald) Ross Hon FAIHS
- » Karen Wolfe FAIHS
- » Ern Millard
- » Jim Toshach FAIHS
- » Pam Pryor FAIHS
- » Patrick Lawrence FAIHS
- » David Segrott FAIHS
- » Emeritus Professor Mike Capra FAIHS
- » Emeritus Professor Andrew Hopkins FAIHS
- » Leo Ruschena FAIHS

The Life Membership recipient will be announced at a State symposium later this year.

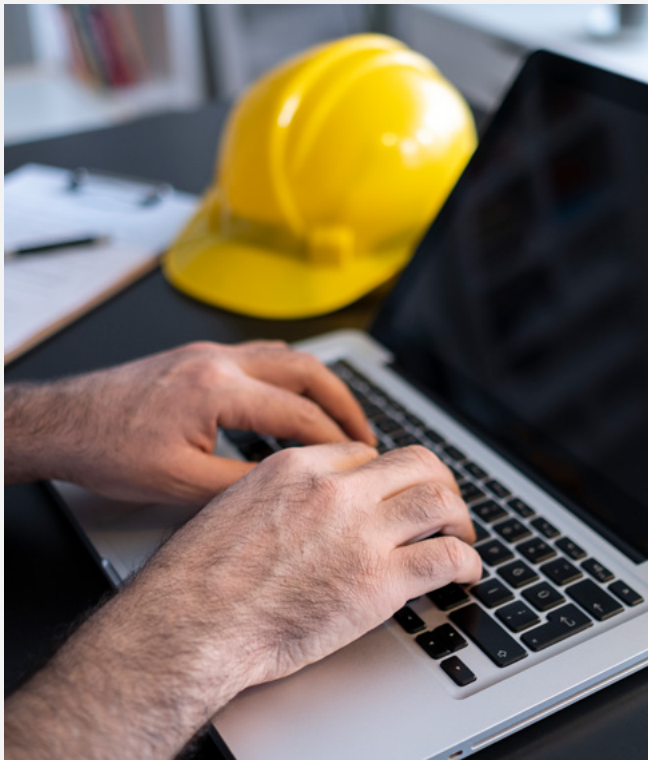
Life Members and Honorary Fellows continued

Honorary Fellows

- » Michael Chan
- » Grace Grace
- » Jocelyn Plovits
- » Alan Clayton
- » Donald Hector
- » Frederick Randall
- » Michael Costello
- » Julie Honore
- » Don Schofield
- » Jean Cross
- » Trevor Jensen
- » Rob Seljak
- » John McDonald
- » Sylvia Kidziak
- » Barry Sherriff
- » Martin Dolan
- » Gary Lawson-Smith
- » Derek Viner
- » Andrew Douglas
- » John Merritt
- » John Watson
- » Niki Ellis
- » Michele Patterson
- » Robin Stewart-Crompton
- » Dennis Else
- » Emeritus Professor Andrew Hale
- » Lois Hutchinson
- » Brian Gibson
- » Professor Drew Dawson
- » Professor Jan Hayes
- » Emeritus Professor Patrick Hudson



AIHS Staff & Key Consultants



2021-2022 Staff

- » David Clarke
Chief Executive Officer
- » Karen Zeffiro
Executive Assistant
- » Gail Jacks
Finance Manager
- » Geraldine Milton
Finance & Admin Assistant
- » Sarah Saliba
Events & Networks Coordinator
- » Rebecca Turnbull
Social Media & Communications Coordinator
- » Maria Cave
Membership Officer
- » Kelly Somerville
OHS Certification Program Manager
- » Leonie Brabet
Casual Admin
- » Tanny Lu
Membership Coordinator
- » Paul Dunn
Events Coordinator
- » Penny Toth
Events Manager
- » Phoebe Patten
Events Officer

Key Consultants

- » Pam Pryor AO
Body of Knowledge Manager
- » Susanne Tepe
Registrar OHS Education Accreditation Board
- » Steve Cowley
Editor, Journal of Health and Safety, Research and Practice (JHSRP)
- » Craig Donaldson
Editor, OHS Professional Magazine and OHS Professional E-news
- » Anthony Vandenberg
Graphic Designer, JHSRP and OHS Professional Magazine
- » Robbie O'Rourke
Media Vision Australia (Advertising)
- » Kylie Marion
Consultant Bookkeeper
- » Rob Hore
Webres Solutions
- » Jo Kitney
Kitney & Toolkit Solutions
- » Ksenia Wagenveld
OHS Support

AIHS Award Recipients

Harold Greenwood Thomas Lifetime Achievement Award

In 2020 the Institute's Board took the decision to combine the Harold Greenwood Thomas Award with the AIHS Lifetime Achievement Award.

The recipient of the 2022 Harold Greenwood Thomas Lifetime Achievement Award will be announced at the Australian Workplace Health and Safety Awards Gala Dinner 2022 to be held in Sydney on 29 September.

Award winners of these previous awards are listed below.

Harold Greenwood Thomas Lifetime Achievement Award

Previous recipients are:

Professor Andrew Hopkins

Professor Dennis Else

Harold Greenwood Thomas Award

This is the highest award the Institute provides, to people who have made exceptional and unique contributions to the field of health & safety in Australia.

Previous recipients are:

Dr Geoff Dell

Neville Betts

Pam Pryor

Emeritus Professor Mike Capra

Lifetime Achievement Award

This award has been created to acknowledge those whose contributions may not meet the standards of life membership as contributors to the Institute itself, but you have nevertheless made contributions to the wider field of health & safety.

Recipients of this award include:

Geoff McDonald – 6 May 2016

Ciaran MacCarron – 6 September 2016

Leo Ruschena – 23 May 2018

Michael Tooma – 22 May 2019

AIHS Award Recipients continued

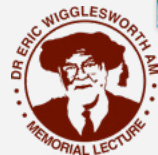
National OHS Education Awards

The annual National OHS Education Awards recognise university students studying in the occupational health and safety field, who have demonstrated strong potential and commitment to their discipline.

The awards provide an opportunity for students studying occupational health and safety at university level and demonstrating high levels of achievement and initiative to be properly recognised for that initiative and achievement. The awards are not designed to recognise the highest academic achiever, but the potential in students who display consistently high academic standards, practical skills, and a commitment to, and involvement in, occupational health and safety.

There are three awards open for nomination each year:

- » The Eric Wigglesworth OHS Education (Research) Award
- » The National OHS Education (Postgraduate) Award
- » The National OHS Education (Undergraduate) Award



Recipients of this award include:

Year	Recipient	Award
2021	Akram Mekzada	The National OHS Education (Postgraduate) Award
2021	Mar Rohadatul 'Aisy Umar	The National OHS Education (Undergraduate) Award
2021	Kelly Jaunzems	The Dr Eric Wigglesworth Medallion 2021
2020	Bill Byrne	The National OHS Education (Postgraduate) Award
2020	Mia White	The National OHS Education (Undergraduate) Award
2020	Greg Penney	The Dr Eric Wigglesworth Medallion 2020
2019	Matthew Clarke	The National OHS Education (Postgraduate) Award
2019	Samantha White	The National OHS Education (Undergraduate) Award
2019	Bleeson Varghese	The Dr Eric Wigglesworth Medallion 2019
2019	Marion Chua	The National OHS Education (Postgraduate) Award
2019	Cassandra Saldaris	The National OHS Education (Undergraduate) Award
2018	David Provan	The Dr Eric Wigglesworth Medallion 2018
2017	Tjaart Kat	The National OHS Education (Undergraduate) Award
2016	Jianjun Xiang	The Eric Wigglesworth OHS Education (Research) Award
2016	Jayden Lim	The National OHS Education (Undergraduate) Award
2016	Suzanne Gilbey	The National OHS Education (Postgraduate) - Masters Award
2016	Effie Eleftheriadis	The National OHS Education (Postgraduate) - Diploma Award
2015	Simon Albery	The National OHS Education (Postgraduate) Award
2015	Candice Bluff	The National OHS Education (Undergraduate) Award
2015	Kirsten Ferguson	The Eric Wigglesworth OHS Education (Research) Award

AIHS Award Recipients continued

Australian Workplace Health & Safety Awards



In 2022 we were proud to present the third annual Australian Workplace Health & Safety Awards (AWHSA), providing national recognition to organisations and individuals who are demonstrating excellence and innovation in the field of Workplace Health & Safety.

Organisations of all sizes are encouraged to nominate individuals or initiatives they believe are worthy of the recognition.

This year the winners will be presented at a Gala dinner on the 29th of September at Dockside in Sydney. We congratulate all the Finalists for 2022 and look forward to learning who the winners are.

2022 Finalists

Large Enterprise Health & Safety New Initiative Award

Finalist	Endeavour Energy
Finalist	Australia Post
Finalist	BlueScope Steel – Queensland – Orrcon Steel Northgate Distribution Centre

Large Enterprise Health & Safety Excellence Award

Finalist	Blueline Laundry
Finalist	Thales Australia Limited
Finalist	Goodstart Early Learning
Finalist	Lendlease Australia – Sydney Place Project
Finalist	Programmed

Large Enterprise Health & Safety Leadership & Culture Award

Finalist	Fletcher Building Australia
Finalist	Endeavour Energy
Finalist	RSL Queensland

Small to Medium Enterprise: Health & Safety New Initiative Award

Finalist	Thomas Foods International (Rural Division)
Finalist	GCG
Finalist	FLAIM Systems Pty Ltd

Small to Medium Enterprise: Health & Safety Excellence Award

Finalist	K-Valve Systems Pty Ltd
Finalist	Mendi Group
Finalist	Storm Recovery Processing Site Project Team: Action OHS Consulting, Tree Mason, Macedon Ranges Shire Council

Small to Medium Enterprise: Health & Safety Leadership and Culture Award

Finalist	Hellyers Road Distillery
Finalist	Better Being Australia

Young Health & Safety Leader Award

Finalist	Zach Humphrey – Fulton Hogan
Finalist	Bridie Vico – Ventia
Finalist	Aaron Boyes – Altius Group

Inspector of the Year

Finalist	Adam Khoualdia – SafeWork NSW
Finalist	Martin Ralph – WA Department of Mines, Industry Regulation and Safety (DMIRS)

Health & Safety Leader of the Year

Finalist	Heath Bradford – Aurizon Pty Ltd
Finalist	David Campbell – Endeavour Energy
Finalist	Rhiannon Sutherland - Communities at Work

Health & Safety Representative of the Year

Finalist	Vicky Hall – Ramsay Health Caloundra Private
Finalist	Abdul Muqtadar Syed – G4S Custodial Services Pty Ltd

The Australian Workplace Health & Safety Awards are presented in Partnership with Zenergy.

Awards Category Sponsors

Endeavour Energy
Evolution Mining
Snowy Hydro Limited
Sydney Metro

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AIHS Australian Institute
of Health & Safety 



THE AIHS IS THE PLACE WHERE
our national health and safety community of
practitioners, professionals and leaders work together
to advance Health and Safety standards and practice.

For more information

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